

# INCLUSION AND DIVERSITY

## OUR MANAGEMENT APPROACH

We are committed to fostering an inclusive workplace by providing equal opportunities for all employees and promoting the hiring of underrepresented groups in the mining industry, including women and Indigenous Peoples, guided by our corporate policies for Inclusion and Diversity, as well as Board and Senior Management Diversity. Our workforce is enriched by diverse backgrounds, cultures, and experiences, allowing us to cultivate a respectful and collaborative work culture while recognizing that diversity is one of our greatest assets. Our human capital and social sustainability departments collaborate to develop programs aimed at recruiting and retaining local talent. At the operational level, inclusion and diversity sub-committees design and implement initiatives that address context-specific perceived barriers to hiring and retaining diverse talent, enabling us to foster greater inclusion and diversity across our operations.

### Policies

- [Global Code of Ethical Conduct](#)
- [Global Human Rights Policy](#)

- [Board and Senior Management Diversity Policy](#)
- [Inclusion and Diversity Policy](#)
- [Social Sustainability Policy](#)

### Standards and Guidelines

- All our operations adhere to local regulations, with some regions implementing additional standards to further promote inclusion and diversity.

### Plans, Programs, and Initiatives

- The Building Respect Together program fosters a respectful, safe and inclusive workplace culture.
- Training and education programs, and scholarships help grow the talent pool of women in mining-related careers.
- Our company-wide maternity leave program significantly increases maternity support in our operating jurisdictions.
- Fair compensation across our operations—salaries are set based on objective criteria, not gender. Salary bands are externally benchmarked on a regular basis.

- Employees can raise allegations of discrimination through the PAAS Listens employee feedback mechanism or through our Whistleblower Hotline, while service providers and community members can raise allegations through our community feedback and grievance mechanism.

### Monitoring and Evaluating

- The hiring and retention of women in our workforce is monitored by Human Resources on a quarterly basis.

### Accountability

- The Vice President of Human Resources is responsible for inclusion and diversity initiatives and performance.
- The Chief Legal and Human Resources Officer, General Counsel holds functional oversight of corporate human resources.
- The Human Resources and Compensation Committee of the Board oversees the Company's human resources strategy.